



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

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Fifth District

August 12, 2008

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

### **NURSING MANAGEMENT PAY PLAN (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

#### **SUBJECT**

This letter and ordinance will restore the proper pay differentials between the represented nursing classes and the non-represented nursing management classes by adjusting the pay ranges and placing the incumbents on the appropriate step within the pay ranges.

#### **IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to establish a Nursing Pay Plan for Registered Nurse management classifications not compensated pursuant to the Management Appraisal and Performance Plan (MAPP), including the amendment of previously approved Registered Nursing Schedules and corresponding salary adjustments for eleven (11) MAPP and seven (7) non-MAPP nursing management classifications effective January 1, 2008.
2. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

*"To Enrich Lives Through Effective And Caring Service"*

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## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Approval of the accompanying ordinance will restore the appropriate salary differentials between the Registered Nurse management classifications and the represented supervisory and non-supervisory Registered Nurse classifications, similar to what existed prior to the initial implementation of the Nursing Pay Plan for represented Registered Nurse classifications. Specifically, it will increase the number of Grid Levels on the Registered Nursing Schedule so that it can be utilized for proper Grid Level assignments of the classifications, and for step placement and subsequent step increases for non-MAPP Registered Nurse management classifications. Also in this letter, the ranges of the MAPP-designated Registered Nurse classifications will also be adjusted to ensure continued proper salary differentials between superiors and subordinates (see Attachment A for salary range changes).

### **Background**

On November 21, 2006, your Board of Supervisors approved annual salary adjustments through year 2009. The initial salary change provided a 4% general adjustment for both represented and non-represented classes, effective October 1, 2006. Although most represented and non-represented classes were designated two more 3% annual adjustments, one for 1/1/08 and 1/1/09, increases for non-represented, non-MAPP nursing management classes were not requested for approval at that time pending implementation of the Nursing Pay Plan for represented Registered Nurses. The subsequent annual general adjustments were approved for 11 MAPP nursing management classes along with other MAPP classes.

On April 1, 2007, the Nursing Pay Plan for represented Registered Nurses was implemented using a phased-in approach due to cost. The maximum step they are eligible to reach has increased every six months since implementation, and will continue to do so until 7/1/09 when the maximum step becomes step 20. This, and the fact that the non-MAPP nursing managers have not yet received the 1/1/08 increase of 3% nor the adjusted pay rate for their class, has caused, in some instances, an inverted pay relationship between the manager and subordinate. In most instances, this has been temporarily rectified by approving a Superior/Subordinate pay bonus.

Even though results from a study of nursing management positions were implemented in 1992, it was subsequently determined that a review of the compensation for those classes should take place. It was determined that adjustments for non-represented nurses both inside and outside of MAPP would be necessary to preserve salary relationships and, therefore, we informed you that we would return to your Board with

further recommendations. This review has taken longer than expected and, therefore, we are asking for approval of our recommendations to be effective 1/1/08, the same date most employees received the annual adjustment.

Non-Mapp Nursing Management Classes Plan Overview – General Provisions

This proposed Nursing Pay Plan – Non MAPP is applicable to the following Registered Nurse management classifications which are not compensated pursuant to MAPP:

- 5314 Assistant Nursing Director I
- 5320 Assistant Nursing Director II
- 5295 Assistant Nursing Director, Administration
- 5287 Assistant Nursing Director, Education
- 5286 Nurse Manager
- 5284 Principal Mental Health Counselor, Registered Nurse
- 5174 Supervising Nurse Anesthetist

The classifications listed above will utilize the same Registered Nursing Schedule of salary ranges used by the represented Registered Nurses. To implement the proposed salary changes, the current Registered Nursing Schedule is being expanded from 20 to 30 Grid Levels (salary ranges), and the aforementioned classifications will be assigned to a specific Grid Level. Each Grid Level contains 20 steps with 2% differentials between steps and 3% differentials between Grid Levels. Although this Plan will utilize the same Registered Nursing Schedule utilized by the represented classifications, this is to be considered a separate pay plan, and is not subject to the same provisions outlined for the represented Registered Nurse classifications. Only the Registered Nursing Schedule will be utilized as part of this plan.

Step placement for each person will be within the Grid Level and will be determined by adding to the base rate salary the 4% adjustment for manpower shortage currently received by that nursing management classes, adding the 3% 1/1/08 annual adjustment, finding the closest step not resulting in a decrease in pay, and adding one step for each year of experience gained in the current classification or in a position that was reclassified to its current classification not to exceed Step 17. Additional step credits for experience previously gained in a supervising or management role shall be granted on January 1, 2009 (not to exceed Step 19), and July 1, 2009 (not to exceed Step 20). Increases for proper step placement will range from approximately 3% to 28%, an approximate average increase of 9%, mostly dependent on experience.

Step anniversary dates for those who have not reached the maximum step of the current range will not change. For those who no longer have a step anniversary date, their previous one will be restored. Step anniversary dates for participants hired or promoted on or after January 1, 2008 will be one (1) year following the date of hire or promotion. Additionally, step advances will be granted only for those participants whose performance is rated "Competent" or better.

#### MAPP Nursing Management Classes

The salary ranges for the MAPP nursing management classes will be adjusted by increasing each by two (2) salary ranges to maintain proper salary differentials between other nursing classes whose salary rates will increase. The current step placement will remain the same in the new range as in the current range. These management classes received the 1/1/08 annual adjustment. Prior to that, a 2.75% increase was given to all MAPP classes, including these classes, effective 7/1/07. Their average salary increase will be approximately 11%. The step increase anniversary dates will not change.

#### Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Plan, Workforce Excellence and Organizational Effectiveness Goals, to enhance the quality and productivity of the workforce and to achieve departmental operational needs.

#### **FISCAL IMPACT/FINANCING**

The projected budgeted cost resulting from these actions for FY 2008-09 is estimated to total \$7,064,000 including applicable general movement and benefits. Cost increases associated with the implementation of these new salary schedules will be absorbed within the Board's adopted budget for each affected department. No additional funding is required.

The County's pension actuary, Buck Consultants, has advised that the proposed Nursing Management Pay Plan will result in adjustments in nursing managers' salaries, and that adjustments in MAPP nursing managers' salaries will occur that exceed the Los Angeles County Retirement Association's current Countywide assumptions regarding salary inflation, and that the changes will result in an increase in actuarial liability. However, this action is necessary to maintain parity between represented and non-represented Nursing Management Classes.

The Honorable Board of Supervisors  
August 12, 2008  
Page 5

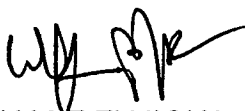
**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Your approval of these compensation recommendations will enhance the operational effectiveness of the departments through proper compensation of positions and employees.

Respectfully submitted,



WILLIAM T FUJIOKA  
Chief Executive Officer

WTF:DIL:WGL  
PHG:VMH:KP:mst

Attachment

c: Director of Personnel  
Executive Officer, Board of Supervisors  
County Counsel  
Auditor-Controller  
Affected Departments

# ATTACHMENT A

## REGISTERED NURSING MANAGEMENT CLASSES RECOMMENDED FOR SALARY CHANGE

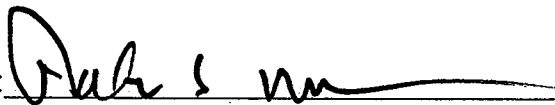
| Item No. | Title   | Current Salary Schedule & Level | Recommended Salary Schedule & Level |
|----------|---|---------------------------------|-------------------------------------|
| 5314     | Assistant Nursing Director I                        | 97E                             |                                     |
| 5320     | Assistant Nursing Director II                       | 100F                            |                                     |
| 5295     | Assistant Nursing Director, Administration          | NR 98D                          | Note 41 RN17                        |
| 5287     | Assistant Nursing Director, Education               | NR 98D                          | Note 41 RN17                        |
| 5302     | Chief Nurse, Midwifery Services                     | N23 S14                         | N23 S16                             |
| 5304     | Chief Nursing Officer I                             | N23 S13                         | N23 S15                             |
| 5308     | Chief Nursing Officer II                            | N23 S15                         | N23 S17                             |
| 5309     | Chief Nursing Officer III                           | N23 S16                         | N23 S18                             |
| 5298     | Clinical Nursing Director I                         | N23 S11                         | N23 S13                             |
| 5299     | Clinical Nursing Director II                        | N23 S13                         | N23 S15                             |
| 5300     | Clinical Nursing Director III                       | N23 S14                         | N23 S16                             |
| 4624     | Director of Nursing Affairs, Health Services (UC)   | N23 R15                         | N23 R17                             |
| 5286     | Nurse Manager                                       | NR 97D                          | Note 41 RN16                        |
| 5296     | Nursing Director, Administration                    | N23 S12                         | N23 S14                             |
| 5288     | Nursing Director, Education                         | N23 S12                         | N23 S14                             |
| 5297     | Nursing Director, Research                          | N23 S12                         | N23 S14                             |
| 5284     | Principal Mental Health Counselor, Registered Nurse | 100D                            | Note 41 RN11                        |
| 5174     | Supervising Nurse Anesthetist                       | 116H                            | Note 41 RN24                        |

## ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Adding Chapter 6.08, Part 5 to establish the Nursing Management Pay Plan for Non-MAPP nursing management classes;
- Repealing and replacing portions of Section 6.26.040 (County of Los Angeles Salary Tables) to expand the Registered Nursing Salary Schedule;
- Changing the salaries of 18 non-represented nursing classifications; and
- Amending a portion of Section 6.28.050-25 (Notes to Section 6.28.050).

RAYMOND G. FORTNER, JR.  
County Counsel

By:   
HALVOR S. MELOM  
Principal Deputy County Counsel  
Labor & Employment Division

HSM:asv

Requested: 03-04-08

Revised: 07-28-08

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the Nursing Management Pay Plan.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Part 5 (Nursing Management Pay Plan – Non MAPP) is hereby added to Chapter 6.08 (Step Pay Plan) as follows:

**Part 5**

**NURSING MANAGEMENT PAY PLAN – NON-MANAGEMENT APPRAISAL  
AND PERFORMANCE PLAN CLASSES (NON-MAPP)**

**Sections:**

|          |   |
|----------|---|
| 6.08.510 | Title of provisions.  |
| 6.08.515 | General provisions.   |
| 6.08.520 | Salary structure.   |
| 6.08.525 | Step placement of existing management nurses upon transition to new Nursing Management Pay Plan – Non-MAPP. |
| 6.08.530 | Step placement for new hires.   |
| 6.08.535 | Special step placement.   |
| 6.08.540 | Movement on the registered nurse schedule.  |
| 6.08.545 | Step anniversary dates for nursing managers.  |
| 6.08.550 | Appointments to higher-level positions.   |
| 6.08.555 | Special case rates.   |
| 6.08.560 | Other provisions.   |
| 6.08.565 | Additional provisions.  |



**SECTION 2.** Section 6.08.510 is hereby added to read as follows:

**6.08.510 Title of provisions.**

This Part 5 of Chapter 6.08 shall be known as the "Nursing Management Pay Plan -- Non MAPP" under which any person whose payroll title is listed below is eligible to be compensated under this Part 5:

| <u>Item No.</u> | <u>Title</u>                               |
|-----------------|--|
| 5286            | Nurse Manager                              |
| 5314            | Assistant Nursing Director I               |
| 5320            | Assistant Nursing Director II              |
| 5295            | Assistant Nursing Director, Administration |
| 5287            | Assistant Nursing Director, Education      |
| 5174            | Supervising Nurse Anesthetist              |
| 5284            | Principal Mental Health Counselor, RN      |

**SECTION 3.** Section 6.08.515 is hereby added to read as follows:

**6.08.515 General provisions.**

Any eligible person shall be compensated according to this Part 5. The Registered Nursing Schedules under Section 6.26.040 shall be used to determine compensation. This Part 5 is a separate pay plan and is not considered part of the pay plan under which represented nurses are compensated. Only the Registered Nursing Schedule pay grids will be utilized.

**SECTION 4.** Section 6.08.520 is hereby added to read as follows:

**6.08.520      Salary structure.**

The Registered Nursing Schedule pay grids in Section 6.26.040 are utilized in the Management Nurse Pay Plan -- Non MAPP and consist of multiple Grid Levels; each Grid Level contains 20 steps with 2% differentials between steps and 3% differentials between Grid Levels.

**SECTION 5.** Section 6.08.525 is hereby added to read as follows:

**6.08.525      Step placement of existing management nurses upon transition to new Nursing Management Pay Plan-Non-MAPP.**

Existing nursing managers not participating in MAPP will be placed onto a Grid Level upon implementation of the new pay plan. Initial step placement will be determined by combining the incumbent's base salary with any manpower shortage bonus; adding 3% General Movement to the incumbent's base salary which includes any manpower shortage bonus; and identifying the nearest corresponding step of the assigned Registered Nursing Schedule Grid Level that does not cause a decrease in salary. Once the corresponding Step is determined, an additional Step will be awarded for each year of nursing management experience within the United States obtained while working in the incumbent's current nursing management classification, not to exceed Step 17. Additional nursing management experience credit for step placement may be given for time in positions that were reclassified to the incumbent's current classification. Any applicable bonus shall be added back to the base salary. The

effective date for this new salary step placement will be January 1, 2008. One additional step of eligible uncredited years of nursing management experience obtained while working in the incumbent's current nursing management classification, or in a position that was reclassified to its current classification shall be granted on January 1, 2009 (not to exceed Step 19), and July 1, 2009 (not to exceed Step 20).

**SECTION 6.** Section 6.08.530 is hereby added to read as follows:

**6.08.530 Step placement for new hires.**

Step placement of newly hired non-MAPP management nurses will be in accordance with Section 6.08.010 A. of the County Code.

**SECTION 7.** Section 6.08.535 is hereby added to read as follows:

**6.08.535 Special Step Placement.**

The Chief Executive Office may approve step placement of an employee at any step within the established salary range for the position in accordance with Section 6.08.010 D. of the County Code.

**SECTION 8.** Section 6.08.540 is hereby added to read as follows:

**6.08.540 Movement on the registered nursing schedule.**

Step advances shall be granted for those incumbents whose performance is rated "competent" or better upon one year of continuous service until the top step is reached.

**SECTION 9.** Section 6.08.545 is hereby added to read as follows:

**6.08.545 Step anniversary dates for nursing managers.**

Placement onto the new Nursing Management Pay Plan — Non-MAPP will result in no change to the incumbent's step anniversary date. If a person no longer has a step anniversary date due to reaching the maximum of the range, the previous step anniversary date will be restored. All other anniversary dates will be in accordance with Chapter 6.08 of Step Pay Plan Part 1.

**SECTION 10.** Section 6.50.550 is hereby added to read as follows:

**6.08.550 Appointments to higher-level positions.**

Appointment to higher-level positions covered by this Part 5 will be in accordance with Section 6.08.090, except each person shall be compensated at a salary within the Registered Nursing Schedule Grid Level of the higher position which is 5.5% above his/her previous base salary, but not less than the minimum of the Grid Level. Step placement will be to the closest step that is not less than 5.5%.

**SECTION 11.** Section 6.08.555 is hereby added to read as follows:

**6.08.555 Special case rates.**

Special Case Rates shall be paid in accordance with Chapter 6.10, Special Case Rates, except for bonus and range amounts in Sections 6.10.040(A3), 6.10.060(A), 6.10.073 (A) as follows:

A. Out-of-Class Assignments (Section 6.10.040 A.). When an employee is eligible to receive an Out-of-Class Bonus, it shall be paid in accordance with Section 6.10.040 A of the County Code.

B. Manpower Shortage Ranges (Section 6.10.060 A.). When an employee or class is eligible for a Manpower Shortage Range adjustment in accordance with Section 6.10.060 A of the County Code, the alternative range shall be at least one Grid Level, but not more than 6 Grid Levels as approved by the Chief Executive Office.

C. Assignment of Additional Responsibilities (Section 6.10.073 B.). When an employee is eligible to receive an Additional Responsibilities Bonus, the bonus shall be paid in accordance with Section 6.10.073 B. of the County Code.

**SECTION 12.** Section 6.08.560 is hereby added to read as follows:

**6.08.560 Other provisions.**

All other pay provisions in Chapter 6.08 Step Pay Plan, Part 1 and Chapter 6.10, Special Case Rates, in the County Code applicable to nursing management positions covered by this Part 5 will be paid in accordance with those pay provisions.

**SECTION 13.** Section 6.08.565 is hereby added to read as follows:

**6.08.565 Additional provisions.**

Shift Pay for Nursing Managers. When an employee in the following classes is regularly assigned to work an evening or night shift as defined in Section 6.10.020, the employee shall be paid the hourly shift differential indicated in the table below in addition to the employee's other pay.

**Shift Differential for Nursing Managers**

| <b>Item<br/>No.</b> | <b>Title</b>                         | <b>Evening<br/>Shift</b> | <b>Night<br/>Shift</b> |
|---------------------|--------------------------------------|--------------------------|------------------------|
| 5295                | Assistant Nursing Director,<br>Admin | \$2.65                   | \$3.65                 |
| 5286                | Nurse Manager                        | \$2.50                   | \$3.30                 |

**SECTION 14.** Section 6.26.040 is hereby amended to delete Table B (Registered Nursing Schedule) in its entirety.

**SECTION 15.** Section 6.26.040 is hereby amended to add Table B (Registered Nursing Schedule) as follows:

**REGISTERED NURSING SCHEDULE  
TABLE B**

**Monthly Step Rates for the Period Commencing January 1, 2008**

| Grid Level | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1          | 5,291.73  | 5,397.57  | 5,505.52  | 5,615.63  | 5,727.94  | 5,842.50  | 5,959.35  | 6,078.53  | 6,200.10  | 6,324.10  | 6,450.59  | 6,579.60  | 6,711.19  | 6,845.41  | 6,982.32  | 7,121.97  | 7,264.41  | 7,409.70  | 7,557.89  | 7,709.05  |
| 2          | 5,450.48  | 5,559.49  | 5,670.68  | 5,784.09  | 5,899.77  | 6,017.77  | 6,138.13  | 6,260.89  | 6,386.11  | 6,513.83  | 6,644.10  | 6,776.99  | 6,912.53  | 7,050.78  | 7,191.79  | 7,335.63  | 7,482.34  | 7,631.99  | 7,784.63  | 7,940.32  |
| 3          | 5,613.99  | 5,726.27  | 5,840.80  | 5,957.62  | 6,076.77  | 6,198.30  | 6,322.27  | 6,448.71  | 6,577.69  | 6,709.24  | 6,843.43  | 6,980.30  | 7,119.90  | 7,262.30  | 7,407.55  | 7,555.70  | 7,706.81  | 7,860.95  | 8,018.17  | 8,178.53  |
| 4          | 5,782.41  | 5,898.06  | 6,016.02  | 6,136.34  | 6,259.07  | 6,384.25  | 6,511.94  | 6,642.18  | 6,775.02  | 6,910.52  | 7,048.73  | 7,189.71  | 7,333.50  | 7,480.17  | 7,629.77  | 7,782.37  | 7,938.02  | 8,096.78  | 8,258.71  | 8,423.89  |
| 5          | 5,955.89  | 6,075.00  | 6,196.50  | 6,320.43  | 6,446.84  | 6,575.78  | 6,707.30  | 6,841.44  | 6,978.27  | 7,117.84  | 7,260.19  | 7,405.40  | 7,553.50  | 7,704.57  | 7,858.67  | 8,015.84  | 8,176.16  | 8,339.68  | 8,506.47  | 8,676.60  |
| 6          | 6,134.56  | 6,257.25  | 6,382.40  | 6,510.05  | 6,640.25  | 6,773.05  | 6,908.51  | 7,046.68  | 7,187.62  | 7,331.37  | 7,478.00  | 7,627.56  | 7,780.11  | 7,935.71  | 8,094.43  | 8,256.31  | 8,421.44  | 8,589.87  | 8,761.67  | 8,936.90  |
| 7          | 6,318.60  | 6,444.97  | 6,573.87  | 6,705.35  | 6,839.46  | 6,976.24  | 7,115.77  | 7,258.09  | 7,403.25  | 7,551.31  | 7,702.34  | 7,856.38  | 8,013.51  | 8,173.78  | 8,337.26  | 8,504.00  | 8,674.08  | 8,847.57  | 9,024.52  | 9,205.01  |
| 8          | 6,508.16  | 6,638.32  | 6,771.09  | 6,906.51  | 7,044.64  | 7,185.53  | 7,329.24  | 7,475.83  | 7,625.34  | 7,777.85  | 7,933.41  | 8,092.08  | 8,253.92  | 8,419.00  | 8,587.38  | 8,759.12  | 8,934.31  | 9,112.99  | 9,295.25  | 9,481.16  |
| 9          | 6,703.40  | 6,837.47  | 6,974.22  | 7,113.70  | 7,255.98  | 7,401.10  | 7,549.12  | 7,700.10  | 7,854.10  | 8,011.19  | 8,171.41  | 8,334.84  | 8,501.54  | 8,671.57  | 8,845.00  | 9,021.90  | 9,202.34  | 9,386.38  | 9,574.11  | 9,765.59  |
| 10         | 6,904.50  | 7,042.59  | 7,183.45  | 7,327.12  | 7,473.66  | 7,623.13  | 7,775.59  | 7,931.11  | 8,089.73  | 8,251.52  | 8,416.55  | 8,584.88  | 8,756.58  | 8,931.71  | 9,110.35  | 9,292.55  | 9,478.41  | 9,667.97  | 9,861.33  | 10,058.56 |
| 11         | 7,111.64  | 7,253.87  | 7,398.95  | 7,546.93  | 7,697.87  | 7,851.82  | 8,008.86  | 8,169.04  | 8,332.42  | 8,499.07  | 8,669.05  | 8,842.43  | 9,019.28  | 9,199.66  | 9,383.66  | 9,571.33  | 9,762.76  | 9,958.01  | 10,157.17 | 10,360.32 |
| 12         | 7,324.99  | 7,471.49  | 7,620.92  | 7,773.34  | 7,928.80  | 8,087.38  | 8,249.13  | 8,414.11  | 8,582.39  | 8,754.04  | 8,929.12  | 9,107.70  | 9,289.86  | 9,475.65  | 9,665.17  | 9,858.47  | 10,055.64 | 10,256.75 | 10,461.89 | 10,671.13 |
| 13         | 7,544.74  | 7,695.63  | 7,849.55  | 8,006.54  | 8,166.67  | 8,330.00  | 8,496.60  | 8,666.53  | 8,839.86  | 9,016.66  | 9,196.99  | 9,380.93  | 9,568.55  | 9,759.92  | 9,955.12  | 10,154.23 | 10,357.31 | 10,564.46 | 10,775.74 | 10,991.26 |
| 14         | 7,771.08  | 7,926.50  | 8,085.03  | 8,246.73  | 8,411.67  | 8,579.90  | 8,751.50  | 8,926.53  | 9,105.06  | 9,287.16  | 9,472.90  | 9,662.36  | 9,855.61  | 10,052.72 | 10,253.78 | 10,458.85 | 10,668.03 | 10,881.39 | 11,099.02 | 11,321.00 |
| 15         | 8,004.21  | 8,164.30  | 8,327.58  | 8,494.14  | 8,664.02  | 8,837.30  | 9,014.04  | 9,194.33  | 9,378.21  | 9,565.78  | 9,757.09  | 9,952.23  | 10,151.28 | 10,354.30 | 10,561.39 | 10,772.62 | 10,988.07 | 11,207.83 | 11,431.99 | 11,660.63 |
| 16         | 8,244.34  | 8,409.23  | 8,577.41  | 8,748.96  | 8,923.94  | 9,102.42  | 9,284.47  | 9,470.15  | 9,659.56  | 9,852.75  | 10,049.80 | 10,250.80 | 10,455.82 | 10,664.93 | 10,878.23 | 11,095.80 | 11,317.71 | 11,544.07 | 11,774.95 | 12,010.45 |
| 17         | 8,491.67  | 8,661.50  | 8,834.73  | 9,011.43  | 9,191.66  | 9,375.49  | 9,563.00  | 9,754.26  | 9,949.34  | 10,148.33 | 10,351.30 | 10,558.32 | 10,769.49 | 10,984.88 | 11,204.58 | 11,428.67 | 11,657.24 | 11,890.39 | 12,128.20 | 12,370.76 |
| 18         | 8,746.42  | 8,921.35  | 9,099.78  | 9,281.77  | 9,467.41  | 9,656.75  | 9,849.89  | 10,046.89 | 10,247.83 | 10,452.78 | 10,661.84 | 10,875.07 | 11,092.58 | 11,314.43 | 11,540.72 | 11,771.53 | 12,006.96 | 12,247.10 | 12,492.04 | 12,741.88 |
| 19         | 9,008.81  | 9,188.99  | 9,372.77  | 9,560.22  | 9,751.43  | 9,946.46  | 10,145.39 | 10,348.29 | 10,555.26 | 10,766.37 | 10,981.69 | 11,201.33 | 11,425.35 | 11,653.86 | 11,886.94 | 12,124.68 | 12,367.17 | 12,614.51 | 12,866.80 | 13,124.14 |
| 20         | 9,279.08  | 9,464.66  | 9,653.95  | 9,847.03  | 10,043.97 | 10,244.85 | 10,449.75 | 10,658.74 | 10,871.92 | 11,089.36 | 11,311.14 | 11,537.37 | 11,768.11 | 12,003.48 | 12,243.55 | 12,488.42 | 12,738.18 | 12,992.95 | 13,252.81 | 13,517.86 |
| 21         | 9,557.45  | 9,748.60  | 9,943.57  | 10,142.44 | 10,345.29 | 10,552.20 | 10,763.24 | 10,978.50 | 11,198.07 | 11,422.03 | 11,650.47 | 11,883.48 | 12,121.15 | 12,363.57 | 12,610.84 | 12,863.06 | 13,120.32 | 13,382.73 | 13,650.38 | 13,923.39 |
| 22         | 9,844.17  | 10,041.05 | 10,241.87 | 10,446.71 | 10,655.64 | 10,868.75 | 11,086.13 | 11,307.85 | 11,534.01 | 11,764.69 | 11,999.98 | 12,239.98 | 12,484.78 | 12,734.48 | 12,989.17 | 13,248.95 | 13,513.93 | 13,784.21 | 14,059.89 | 14,341.09 |
| 23         | 10,139.50 | 10,342.29 | 10,549.14 | 10,760.12 | 10,975.32 | 11,194.83 | 11,418.73 | 11,647.10 | 11,880.04 | 12,117.64 | 12,359.99 | 12,607.19 | 12,859.33 | 13,116.52 | 13,378.85 | 13,646.43 | 13,919.36 | 14,197.75 | 14,481.71 | 14,771.34 |
| 24         | 10,443.69 | 10,652.56 | 10,865.61 | 11,082.92 | 11,304.58 | 11,530.67 | 11,761.28 | 11,996.51 | 12,236.44 | 12,481.17 | 12,730.79 | 12,985.41 | 13,245.12 | 13,510.02 | 13,780.22 | 14,055.82 | 14,336.94 | 14,623.68 | 14,916.15 | 15,214.47 |
| 25         | 10,757.00 | 10,972.14 | 11,191.58 | 11,415.41 | 11,643.72 | 11,876.59 | 12,114.12 | 12,356.40 | 12,603.53 | 12,855.60 | 13,112.71 | 13,374.96 | 13,642.46 | 13,915.31 | 14,193.62 | 14,477.49 | 14,767.04 | 15,062.38 | 15,363.63 | 15,670.90 |

| Grid Level | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 26         | 11,079.71 | 11,301.30 | 11,527.33 | 11,757.88 | 11,993.04 | 12,232.90 | 12,477.56 | 12,727.11 | 12,981.65 | 13,241.28 | 13,506.11 | 13,776.23 | 14,051.75 | 14,332.79 | 14,619.45 | 14,911.84 | 15,210.08 | 15,514.28 | 15,824.57 | 16,141.06 |
| 27         | 11,412.10 | 11,640.34 | 11,873.15 | 12,110.61 | 12,352.82 | 12,599.88 | 12,851.88 | 13,108.92 | 13,371.10 | 13,638.52 | 13,911.29 | 14,189.52 | 14,473.31 | 14,762.78 | 15,058.04 | 15,359.20 | 15,666.38 | 15,979.71 | 16,299.30 | 16,625.29 |
| 28         | 11,754.46 | 11,989.55 | 12,229.34 | 12,473.93 | 12,723.41 | 12,977.88 | 13,237.44 | 13,502.19 | 13,772.23 | 14,047.67 | 14,328.62 | 14,615.19 | 14,907.49 | 15,205.64 | 15,509.75 | 15,819.95 | 16,136.35 | 16,459.08 | 16,788.26 | 17,124.03 |
| 29         | 12,107.09 | 12,349.23 | 12,596.21 | 12,848.13 | 13,105.09 | 13,367.19 | 13,634.53 | 13,907.22 | 14,185.36 | 14,469.07 | 14,758.45 | 15,053.62 | 15,354.69 | 15,661.78 | 15,975.02 | 16,294.52 | 16,620.41 | 16,952.82 | 17,291.88 | 17,637.72 |
| 30         | 12,470.30 | 12,719.71 | 12,974.10 | 13,233.58 | 13,498.25 | 13,768.22 | 14,043.58 | 14,324.45 | 14,610.94 | 14,903.16 | 15,201.22 | 15,505.24 | 15,815.34 | 16,131.65 | 16,454.28 | 16,783.37 | 17,119.04 | 17,461.42 | 17,810.65 | 18,166.86 |



**SECTION 16.** Section 6.26.040 is hereby amended to delete Table C  
(Registered Nursing Schedule) in its entirety.

**SECTION 17.** Section 6.26.040 is hereby amended to add Table C  
(Registered Nursing Schedule) as follows:

**REGISTERED NURSING SCHEDULE  
TABLE C**

**Monthly Step Rates for the Period Commencing January 1, 2009**

| Grid Level | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1          | 5,450.48  | 5,559.49  | 5,670.68  | 5,784.09  | 5,899.78  | 6,017.77  | 6,138.13  | 6,260.89  | 6,386.11  | 6,513.83  | 6,644.11  | 6,776.99  | 6,912.53  | 7,050.78  | 7,191.80  | 7,335.63  | 7,482.34  | 7,631.99  | 7,784.63  | 7,940.32  |
| 2          | 5,614.00  | 5,726.28  | 5,840.80  | 5,957.62  | 6,076.77  | 6,198.31  | 6,322.27  | 6,448.72  | 6,577.69  | 6,709.25  | 6,843.43  | 6,980.30  | 7,119.90  | 7,262.30  | 7,407.55  | 7,555.70  | 7,706.81  | 7,860.95  | 8,018.17  | 8,178.53  |
| 3          | 5,782.42  | 5,898.06  | 6,016.03  | 6,136.35  | 6,259.07  | 6,384.25  | 6,511.94  | 6,642.18  | 6,775.02  | 6,910.52  | 7,048.73  | 7,189.71  | 7,333.50  | 7,480.17  | 7,629.78  | 7,782.37  | 7,938.02  | 8,096.78  | 8,258.71  | 8,423.89  |
| 4          | 5,955.89  | 6,075.01  | 6,196.51  | 6,320.44  | 6,446.85  | 6,575.78  | 6,707.30  | 6,841.44  | 6,978.27  | 7,117.84  | 7,260.20  | 7,405.40  | 7,553.51  | 7,704.58  | 7,858.67  | 8,015.84  | 8,176.16  | 8,339.68  | 8,506.48  | 8,676.61  |
| 5          | 6,134.57  | 6,257.26  | 6,382.40  | 6,510.05  | 6,640.25  | 6,773.06  | 6,908.52  | 7,046.69  | 7,187.62  | 7,331.37  | 7,478.00  | 7,627.56  | 7,780.11  | 7,935.71  | 8,094.43  | 8,256.32  | 8,421.44  | 8,589.87  | 8,761.67  | 8,936.90  |
| 6          | 6,318.60  | 6,444.97  | 6,573.87  | 6,705.35  | 6,839.46  | 6,976.25  | 7,115.77  | 7,258.09  | 7,403.25  | 7,551.31  | 7,702.34  | 7,856.39  | 8,013.52  | 8,173.79  | 8,337.26  | 8,504.01  | 8,674.09  | 8,847.57  | 9,024.52  | 9,205.01  |
| 7          | 6,508.16  | 6,638.32  | 6,771.09  | 6,906.51  | 7,044.64  | 7,185.53  | 7,329.25  | 7,475.83  | 7,625.35  | 7,777.85  | 7,933.41  | 8,092.08  | 8,253.92  | 8,419.00  | 8,587.38  | 8,759.13  | 8,934.31  | 9,113.00  | 9,295.26  | 9,481.16  |
| 8          | 6,703.41  | 6,837.47  | 6,974.22  | 7,113.71  | 7,255.98  | 7,401.10  | 7,549.12  | 7,700.11  | 7,854.11  | 8,011.19  | 8,171.41  | 8,334.84  | 8,501.54  | 8,671.57  | 8,845.00  | 9,021.90  | 9,202.34  | 9,386.39  | 9,574.11  | 9,765.60  |
| 9          | 6,904.51  | 7,042.60  | 7,183.45  | 7,327.12  | 7,473.66  | 7,623.13  | 7,775.60  | 7,931.11  | 8,089.73  | 8,251.53  | 8,416.56  | 8,584.89  | 8,756.58  | 8,931.72  | 9,110.35  | 9,292.56  | 9,478.41  | 9,667.98  | 9,861.34  | 10,058.56 |
| 10         | 7,111.64  | 7,253.88  | 7,398.95  | 7,546.93  | 7,697.87  | 7,851.83  | 8,008.86  | 8,169.04  | 8,332.42  | 8,499.07  | 8,669.05  | 8,842.43  | 9,019.28  | 9,199.67  | 9,383.66  | 9,571.33  | 9,762.76  | 9,958.02  | 10,157.18 | 10,360.32 |
| 11         | 7,324.99  | 7,471.49  | 7,620.92  | 7,773.34  | 7,928.81  | 8,087.38  | 8,249.13  | 8,414.11  | 8,582.40  | 8,754.04  | 8,929.12  | 9,107.71  | 9,289.86  | 9,475.66  | 9,665.17  | 9,858.47  | 10,055.64 | 10,256.76 | 10,461.89 | 10,671.13 |
| 12         | 7,544.74  | 7,695.64  | 7,849.55  | 8,006.54  | 8,166.67  | 8,330.00  | 8,496.60  | 8,666.54  | 8,839.87  | 9,016.66  | 9,197.00  | 9,380.94  | 9,568.56  | 9,759.93  | 9,955.13  | 10,154.23 | 10,357.31 | 10,564.46 | 10,775.75 | 10,991.26 |
| 13         | 7,771.08  | 7,926.51  | 8,085.04  | 8,246.74  | 8,411.67  | 8,579.90  | 8,751.50  | 8,926.53  | 9,105.06  | 9,287.16  | 9,472.91  | 9,662.37  | 9,855.61  | 10,052.73 | 10,253.78 | 10,458.86 | 10,668.03 | 10,881.39 | 11,099.02 | 11,321.00 |
| 14         | 8,004.22  | 8,164.30  | 8,327.59  | 8,494.14  | 8,664.02  | 8,837.30  | 9,014.05  | 9,194.33  | 9,378.22  | 9,565.78  | 9,757.10  | 9,952.24  | 10,151.28 | 10,354.31 | 10,561.39 | 10,772.62 | 10,988.07 | 11,207.84 | 11,431.99 | 11,660.63 |
| 15         | 8,244.34  | 8,409.23  | 8,577.41  | 8,748.96  | 8,923.94  | 9,102.42  | 9,284.47  | 9,470.16  | 9,659.56  | 9,852.75  | 10,049.81 | 10,250.80 | 10,455.82 | 10,664.94 | 10,878.24 | 11,095.80 | 11,317.72 | 11,544.07 | 11,774.95 | 12,010.45 |
| 16         | 8,491.67  | 8,661.51  | 8,834.74  | 9,011.43  | 9,191.66  | 9,375.49  | 9,563.00  | 9,754.26  | 9,949.35  | 10,148.34 | 10,351.30 | 10,558.33 | 10,769.49 | 10,984.88 | 11,204.58 | 11,428.67 | 11,657.25 | 11,890.39 | 12,128.20 | 12,370.76 |
| 17         | 8,746.42  | 8,921.35  | 9,099.78  | 9,281.77  | 9,467.41  | 9,656.76  | 9,849.89  | 10,046.89 | 10,247.83 | 10,452.79 | 10,661.84 | 10,875.08 | 11,092.58 | 11,314.43 | 11,540.72 | 11,771.53 | 12,006.97 | 12,247.10 | 12,492.05 | 12,741.89 |
| 18         | 9,008.82  | 9,188.99  | 9,372.77  | 9,560.23  | 9,751.43  | 9,946.46  | 10,145.39 | 10,348.30 | 10,555.26 | 10,766.37 | 10,981.70 | 11,201.33 | 11,425.36 | 11,653.86 | 11,886.94 | 12,124.68 | 12,367.17 | 12,614.52 | 12,866.81 | 13,124.14 |
| 19         | 9,279.08  | 9,464.66  | 9,653.96  | 9,847.03  | 10,043.98 | 10,244.85 | 10,449.75 | 10,658.75 | 10,871.92 | 11,089.36 | 11,311.15 | 11,537.37 | 11,768.12 | 12,003.48 | 12,243.55 | 12,488.42 | 12,738.19 | 12,992.95 | 13,252.81 | 13,517.87 |
| 20         | 9,557.45  | 9,748.60  | 9,943.57  | 10,142.45 | 10,345.29 | 10,552.20 | 10,763.24 | 10,978.51 | 11,198.08 | 11,422.04 | 11,650.48 | 11,883.49 | 12,121.16 | 12,363.58 | 12,610.86 | 12,863.07 | 13,120.33 | 13,382.74 | 13,650.40 | 13,923.40 |
| 21         | 9,844.17  | 10,041.06 | 10,241.88 | 10,446.71 | 10,655.65 | 10,868.77 | 11,086.14 | 11,307.86 | 11,534.01 | 11,764.69 | 11,999.98 | 12,239.98 | 12,484.78 | 12,734.48 | 12,989.17 | 13,248.95 | 13,513.93 | 13,784.21 | 14,059.89 | 14,341.09 |
| 22         | 10,139.50 | 10,342.28 | 10,549.13 | 10,760.11 | 10,975.31 | 11,194.81 | 11,418.71 | 11,647.09 | 11,880.03 | 12,117.63 | 12,359.98 | 12,607.18 | 12,859.32 | 13,116.51 | 13,378.85 | 13,646.42 | 13,919.35 | 14,197.74 | 14,481.69 | 14,771.32 |
| 23         | 10,443.69 | 10,652.56 | 10,865.61 | 11,082.92 | 11,304.58 | 11,530.67 | 11,761.29 | 11,996.51 | 12,236.44 | 12,481.17 | 12,730.79 | 12,985.41 | 13,245.11 | 13,510.02 | 13,780.22 | 14,055.82 | 14,336.94 | 14,623.68 | 14,916.16 | 15,214.48 |
| 24         | 10,757.00 | 10,972.14 | 11,191.58 | 11,415.41 | 11,643.72 | 11,876.59 | 12,114.12 | 12,356.41 | 12,603.53 | 12,855.61 | 13,112.71 | 13,374.97 | 13,642.47 | 13,915.32 | 14,193.63 | 14,477.49 | 14,767.05 | 15,062.39 | 15,363.63 | 15,670.90 |
| 25         | 11,079.71 | 11,301.30 | 11,527.33 | 11,757.87 | 11,993.03 | 12,232.89 | 12,477.54 | 12,727.09 | 12,981.64 | 13,241.27 | 13,506.09 | 13,776.21 | 14,051.73 | 14,332.77 | 14,619.43 | 14,911.81 | 15,210.05 | 15,514.25 | 15,824.54 | 16,141.03 |

| Grid Level | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 26         | 11,412.10 | 11,640.34 | 11,873.15 | 12,110.62 | 12,352.83 | 12,599.89 | 12,851.89 | 13,108.92 | 13,371.10 | 13,638.52 | 13,911.29 | 14,189.52 | 14,473.30 | 14,762.77 | 15,058.03 | 15,359.20 | 15,666.38 | 15,979.71 | 16,299.31 | 16,625.29 |
| 27         | 11,754.46 | 11,989.55 | 12,229.34 | 12,473.93 | 12,723.40 | 12,977.88 | 13,237.44 | 13,502.19 | 13,772.23 | 14,047.68 | 14,328.63 | 14,615.21 | 14,907.51 | 15,205.66 | 15,509.78 | 15,819.98 | 16,136.37 | 16,459.10 | 16,788.28 | 17,124.05 |
| 28         | 12,107.09 | 12,349.24 | 12,596.22 | 12,848.15 | 13,105.11 | 13,367.22 | 13,634.56 | 13,907.26 | 14,185.40 | 14,469.10 | 14,758.48 | 15,053.65 | 15,354.71 | 15,661.81 | 15,975.04 | 16,294.55 | 16,620.44 | 16,952.85 | 17,291.91 | 17,637.75 |
| 29         | 12,470.30 | 12,719.71 | 12,974.10 | 13,233.57 | 13,498.24 | 13,768.21 | 14,043.57 | 14,324.44 | 14,610.92 | 14,903.14 | 15,201.20 | 15,505.23 | 15,815.33 | 16,131.63 | 16,454.27 | 16,783.36 | 17,119.02 | 17,461.40 | 17,810.64 | 18,166.85 |
| 30         | 12,844.41 | 13,101.30 | 13,363.32 | 13,630.59 | 13,903.20 | 14,181.27 | 14,464.89 | 14,754.18 | 15,049.27 | 15,350.25 | 15,657.26 | 15,970.40 | 16,289.80 | 16,615.60 | 16,947.91 | 17,286.87 | 17,632.61 | 17,985.26 | 18,344.97 | 18,711.87 |

**SECTION 18.** Section 6.28.050 is hereby amended to change the salary of the following classes:

| ITEM<br>NO. | TITLE                           | EFFECTIVE<br>DATE | SALARY OR<br>SALARY<br>SCHEDULE<br>AND LEVEL |             |
|-------------|---------------------------------|-------------------|--|-------------|
| 5314        | ASSISTANT NURSING DIRECTOR I    | 01/01/2006        |  | 95L         |
|             |                                 | 10/01/2006        |  | 97E         |
|             |                                 | <u>01/01/2008</u> | <u>N41</u>                                   | <u>RN11</u> |
|             |                                 | <u>01/01/2009</u> | <u>N41</u>                                   | <u>RN11</u> |
| 5320        | ASSISTANT NURSING DIRECTOR II   | 01/01/2006        |  | 99A         |
|             |                                 | 10/01/2006        |  | 100F        |
|             |                                 | <u>01/01/2008</u> | <u>N41</u>                                   | <u>RN14</u> |
|             |                                 | <u>01/01/2009</u> | <u>N41</u>                                   | <u>RN14</u> |
| 5295        | ASST NURSING DIR,ADMINISTRATION | 01/01/2006        | NR   | 96K         |
|             |                                 | 10/01/2006        | NR   | 98D         |
|             |                                 | <u>01/01/2008</u> | <u>N41</u>                                   | <u>RN17</u> |
|             |                                 | <u>01/01/2009</u> | <u>N41</u>                                   | <u>RN17</u> |
| 5287        | ASST NURSING DIRECTOR,EDUCATION | 01/01/2006        | NR   | 96K         |
|             |                                 | 10/01/2006        | NR   | 98D         |
|             |                                 | <u>01/01/2008</u> | <u>N41</u>                                   | <u>RN17</u> |
|             |                                 | <u>01/01/2009</u> | <u>N41</u>                                   | <u>RN17</u> |
| 5302        | CHIEF NURSE,MIDWIFERY SERVICES  | 01/01/2006        | N23  | R14         |
|             |                                 | 10/01/2006        | N23  | R14         |
|             |                                 | 04/01/2007        | N23  | S14         |
|             |                                 | 07/01/2007        | N23  | S14         |
|             |                                 | <u>01/01/2008</u> | <u>N23</u>                                   | <u>S14</u>  |
|             |                                 | <u>01/01/2009</u> | <u>N23</u>                                   | <u>S14</u>  |
|             |                                 | <u>01/01/2008</u> | <u>N23</u>                                   | <u>S16</u>  |
|             |                                 | <u>01/01/2009</u> | <u>N23</u>                                   | <u>S16</u>  |

|      |                              |                   |            |            |
|------|------------------------------|-------------------|------------|------------|
| 5304 | CHIEF NURSING OFFICER I      | 01/01/2006        | N23        | R13        |
|      |                              | 10/01/2006        | N23        | R13        |
|      |                              | 04/01/2007        | N23        | S13        |
|      |                              | 07/01/2007        | N23        | S13        |
|      |                              | 01/01/2008        | N23        | S13        |
|      |                              | 01/01/2009        | N23        | S13        |
|      |                              | <u>01/01/2008</u> | <u>N23</u> | <u>S15</u> |
|      |                              | <u>01/01/2009</u> | <u>N23</u> | <u>S15</u> |
| 5308 | CHIEF NURSING OFFICER II     | 01/01/2006        | N23        | R15        |
|      |                              | 10/01/2006        | N23        | R15        |
|      |                              | 04/01/2007        | N23        | S15        |
|      |                              | 07/01/2007        | N23        | S15        |
|      |                              | 01/01/2008        | N23        | S15        |
|      |                              | 01/01/2009        | N23        | S15        |
|      |                              | <u>01/01/2008</u> | <u>N23</u> | <u>S17</u> |
|      |                              | <u>01/01/2009</u> | <u>N23</u> | <u>S17</u> |
| 5309 | CHIEF NURSING OFFICER III    | 01/01/2006        | N23        | R16        |
|      |                              | 10/01/2006        | N23        | R16        |
|      |                              | 04/01/2007        | N23        | S16        |
|      |                              | 07/01/2007        | N23        | S16        |
|      |                              | 01/01/2008        | N23        | S16        |
|      |                              | 01/01/2009        | N23        | S16        |
|      |                              | <u>01/01/2008</u> | <u>N23</u> | <u>S18</u> |
|      |                              | <u>01/01/2009</u> | <u>N23</u> | <u>S18</u> |
| 5298 | CLINICAL NURSING DIRECTOR I  | 01/01/2006        | N23        | R11        |
|      |                              | 10/01/2006        | N23        | R11        |
|      |                              | 04/01/2007        | N23        | S11        |
|      |                              | 07/01/2007        | N23        | S11        |
|      |                              | 01/01/2008        | N23        | S11        |
|      |                              | 01/01/2009        | N23        | S11        |
|      |                              | <u>01/01/2008</u> | <u>N23</u> | <u>S13</u> |
|      |                              | <u>01/01/2009</u> | <u>N23</u> | <u>S13</u> |
| 5299 | CLINICAL NURSING DIRECTOR II | 01/01/2006        | N23        | R13        |
|      |                              | 10/01/2006        | N23        | R13        |
|      |                              | 04/01/2007        | N23        | S13        |
|      |                              | 07/01/2007        | N23        | S13        |
|      |                              | 01/01/2008        | N23        | S13        |
|      |                              | 01/01/2009        | N23        | S13        |
|      |                              | <u>01/01/2008</u> | <u>N23</u> | <u>S15</u> |
|      |                              | <u>01/01/2009</u> | <u>N23</u> | <u>S15</u> |

|      |                                 |                   |            |             |
|------|---------------------------------|-------------------|------------|-------------|
| 5300 | CLINICAL NURSING DIRECTOR III   | 01/01/2006        | N23        | R14         |
|      |                                 | 10/01/2006        | N23        | R14         |
|      |                                 | 04/01/2007        | N23        | S14         |
|      |                                 | 07/01/2007        | N23        | S14         |
|      |                                 | 01/01/2008        | N23        | S14         |
|      |                                 | 01/01/2009        | N23        | S14         |
|      |                                 | <u>01/01/2008</u> | <u>N23</u> | <u>S16</u>  |
|      |                                 | <u>01/01/2009</u> | <u>N23</u> | <u>S16</u>  |
| 4624 | DIR OF NURSING AFFAIRS,HS(UC)   | 01/01/2006        | N23        | R15         |
|      |                                 | 10/01/2006        | N23        | R15         |
|      |                                 | 04/01/2007        | N23        | R15         |
|      |                                 | 07/01/2007        | N23        | R15         |
|      |                                 | 01/01/2008        | N23        | R15         |
|      |                                 | 01/01/2009        | N23        | R15         |
|      |                                 | <u>01/01/2008</u> | <u>N23</u> | <u>R17</u>  |
|      |                                 | <u>01/01/2009</u> | <u>N23</u> | <u>R17</u>  |
| 5286 | NURSE MANAGER                   | 01/01/2006        | NR         | 95K         |
|      |                                 | 10/01/2006        | NR         | 97D         |
|      |                                 | <u>01/01/2008</u> | <u>N41</u> | <u>RN16</u> |
|      |                                 | <u>01/01/2009</u> | <u>N41</u> | <u>RN16</u> |
| 5296 | NURSING DIRECTOR,ADMINISTRATION | 01/01/2006        | N23        | R12         |
|      |                                 | 10/01/2006        | N23        | R12         |
|      |                                 | 04/01/2007        | N23        | S12         |
|      |                                 | 07/01/2007        | N23        | S12         |
|      |                                 | 01/01/2008        | N23        | S12         |
|      |                                 | 01/01/2009        | N23        | S12         |
|      |                                 | <u>01/01/2008</u> | <u>N23</u> | <u>S14</u>  |
|      |                                 | <u>01/01/2009</u> | <u>N23</u> | <u>S14</u>  |
| 5297 | NURSING DIRECTOR,RESEARCH       | 01/01/2006        | N23        | R12         |
|      |                                 | 10/01/2006        | N23        | R12         |
|      |                                 | 04/01/2007        | N23        | S12         |
|      |                                 | 07/01/2007        | N23        | S12         |
|      |                                 | 01/01/2008        | N23        | S12         |
|      |                                 | 01/01/2009        | N23        | S12         |
|      |                                 | <u>01/01/2008</u> | <u>N23</u> | <u>S14</u>  |
|      |                                 | <u>01/01/2009</u> | <u>N23</u> | <u>S14</u>  |

|      |                                 |                   |            |             |
|------|---------------------------------|-------------------|------------|-------------|
| 5288 | NURSING DIRECTOR,EDUCATION      | 01/01/2006        | N23        | R12         |
|      |                                 | 10/01/2006        | N23        | R12         |
|      |                                 | 04/01/2007        | N23        | S12         |
|      |                                 | 07/01/2007        | N23        | S12         |
|      |                                 | 01/01/2008        | N23        | S12         |
|      |                                 | 01/01/2008        | N23        | S12         |
|      |                                 | <u>01/01/2008</u> | <u>N23</u> | <u>S14</u>  |
|      |                                 | <u>01/01/2009</u> | <u>N23</u> | <u>S14</u>  |
| 5284 | PRIN MENTAL HEALTH COUNSELOR,RN | 01/01/2006        |            | 98K         |
|      |                                 | 10/01/2006        |            | 100D        |
|      |                                 | <u>01/01/2008</u> | <u>N41</u> | <u>RN11</u> |
|      |                                 | <u>01/01/2009</u> | <u>N41</u> | <u>RN11</u> |
| 5174 | SUPERVISING NURSE ANESTHETIST   | 01/01/2006        |            | 115C        |
|      |                                 | 10/01/2006        |            | 116H        |
|      |                                 | <u>01/01/2008</u> | <u>N41</u> | <u>RN24</u> |
|      |                                 | <u>01/01/2009</u> | <u>N41</u> | <u>RN24</u> |

**SECTION 19.** Section 6.28.050-25 is hereby amended to read as follows:

**6.28.050-25 Notes to Section 6.28.050.**

...

**NOTE 41.** Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 5 of Chapter 6.08 of this title. The rate or rates established by this provision constitute a base rate.

**SECTION 20.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage and shall be construed and applied as if it was effective and operative on January 1, 2008.

[RECLASSRegNrs08KPCEO]